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CONNECTICUT

DEPARTMENT OF LABOR AND FACTORY INSPECTION

THIS MONTH:

UNEMPLOMENT COMPENSATION CHANGES

Summary of some of the more important legislative changes as they affect both employers and employees.

EMPLOYMENT MANAGERS GO TO SCHOOL

Training courses for managers so they may better outline the services available to employers.

INDUSTRIAL TESTING FOR THE NATIONAL DEFENSE

The right man in the right job is more important than ever before. How testing devices can help to achieve that objective.

JOBS FOR THE PHYSICALLY HANDICAPPED

The physically handicapped in many instances have a valuable contribution to make to industry. This survey shows that hundreds can be usefully employed.

Also: The Situation in the State — Commissioners' Decisions

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MONTHLY BULLETIN OF THE EMPLOYMENT SECURITY DIVISION

CORNELIUS J. DANAHER
Commissioner

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MONTHLY BULLETIN

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VOL. VI JUNE NO. 6

CONNECTICUT STATE EMPLOYMENT SERVICE *affiliated with* UNITED STATES EMPLOYMENT SERVICE

Information contained herein may be used by editors of Newspapers and others.

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UNEMPLOYMENT COMPENSATION DEPARTMENT

A SERVICE FOR EMPLOYERS AND EMPLOYEES

YOUR CONTRIBUTED ARTICLES, SUGGESTIONS, CRITICISMS WILL BE WELCOME

ADDRESS ALL COMMUNICATIONS TO

T. E. MURPHY, EDITOR MONTHLY BULLETIN

285 BROAD STREET, HARTFORD, CONNECTICUT

Unemployment Compensation Changes

Summary of Some of the Important Changes Effected by Recent Legislation

JAMES J. GRAHAM

The Connecticut Unemployment Compensation Law previously excluded certain types of service or employment from coverage, among which were agricultural labor, domestic service in a private home, etc.

The new amendments, while adding to this group other services, also make it possible to bring workers thus engaged into the system by voluntary acceptance on the part of the employer.

This change becomes effective January 1, 1941.

The additional non-subject types of service or employment are:

1. Domestics in a local college club or local chapter of a college fraternity or sorority.
2. Enrolled students in the employ of a school, college or university, who are regularly attending classes at such school, college or university, provided the remuneration for services performed does not exceed $45.00 (exclusive of room, board and tuition) in any calendar quarter.
3. Student nurses in the employ of a hospital or nurses' training school provided the individual is enrolled and regularly attending classes.
4. Internes who have completed a four year course in a medical school and are now employed in a hospital.
5. Newsboys, under eighteen years of age, engaged in the delivery or distribution of newspapers or shopping news.
6. Employers of any labor, agricultural or horticultural organization or fraternal beneficiary society provided the remuneration for such services does not exceed $45.00 in any calendar quarter.

Wages Subject to Contributions.

Effective January 1, 1941 only the first $3,000. of wages received from each employer who is subject to the act will be taxable. Previous thereto total wages, regardless of the amount, were taxable.

Wages reported by the employer for any year after 1940 will be on the basis of wages paid instead of wages paid or payable as under the old law.

A certified public accountant, MR. GRAHAM *was the first Chairman of the Unemployment Commission. He has been with the Department since its inception in 1936, and since January 1938 has been Director of the Unemployment Compensation department.*

Dismissal Wages

Dismissal wages which the employer is not legally required to make will not be taxable. This change will become effective April 1, 1941.

Claimants receiving dismissal wages, however, will not be eligible for benefits during the period such wages cover.

Payments to Employees in Military Training

Payments to employees on leave of absence for military training are not taxable provided the employer is not legally required to make such payments. The effective date of this provision is April 1, 1941.

Old Age and Survivors' Insurance Payments Made by Employer

Payments by the employer of the tax imposed on employees for Old Age and Survivors' Insurance are not taxable, provided such taxes are not deducted from the employee's wages. This provision is effective as of April 1, 1941.

Payments to Retirement Fund, etc.

Payments by an employer under a plan or system established by the employer for a substantial number of his employees or into a fund for insurance or annuities are not taxable, provided the plan or system makes provision for payments to his employees on account of:

(a) Retirement
(b) Sickness or Accident Disability
(c) Medical and hospitalization expenses in connection with sickness or accident disability
(d) Death

The effective date of this provision is April 1, 1941

Subject Employers

Employers of eight or more employees and who are subject to the federal unemployment tax act during 1941 or any subsequent year shall become subject to the Connecticut Unemployment Compensation Act from the beginning of such year if the employer had one or more employees in his employment in the State of Connecticut in such year.

After 1941 any employer, who has four or more employees in his employment at the same time during any thirteen weeks in any calendar year will become subject to the act at the end of the thirteenth week.

Voluntary Acceptance of the Act

Any employer may voluntarily accept and become subject to the provisions of the act after July 1, 1941, by:

1. Making written application to the Administrator
2. Agreeing in writing to pay contributions required from employers

Cessation of Liability

An employer may cease to be subject to the act at the end of any calendar year following the calendar year in which he became subject by giving written notice to the Administrator to the effect:

1. That he has not had as many as four employees at the same time in thirteen weeks during the preceding fifteen months.
2. That he has paid all contributions due
3. That he is not liable to the unemployment tax act
4. That he has notified his employees of his intention to be released

Such application must be submitted within thirty days after the end of the calendar year.

Merit Rating

The rates of contribution effective April 1, 1941 and for each subsequent year will be based on the balance in the unemployment compensation fund on December 31 of any year.

The contribution rates follow:

When fund is	Rate Will Be	Average Yield
Lest than $25,000,000	2.7%	2.7%
More than $25,000,000 but less than $40,000,000	2.1% to 2.7%	2.4%
More than $40,000,00	1.5% to 2.7%	2.1%

Only those employers who have filed all contribution reports and paid contributions on all wages reported will be considered in computing merit ratings. Employers failing to meet such requirements will be required to pay contributions at the rate of 2.7% on wages paid.

Benefit Year

The new amendments set up a fixed benefit year which will be the same for all claimants.

The first benefit year will begin on June 29, 1941 and will end on April 4, 1942. Each succeeding benefit year will begin with the first Sunday in April and end with the Saturday before the first Sunday in April in the succeeding year.

Base Period

The amendments also fix the base period. The base period of a benefit year will consist of the calendar year immediately preceding the benefit year.

Illustration:

Claims Filed Between	Benefit Year Ended Date	Base Period
June 29, 1941 and April 4, 1942	April 4, 1942	Year 1940
April 5, 1942 and April 5, 1943	April 5, 1943	Year 1941

For those claimants who file on or after June 29, 1941 and for whom benefit years have been set up which expire after that date, a transitional computation is required. Space will not permit a detailed explanation but same may be obtained by reference to the amendment.

Wage Credits of Individuals in Military Service

All persons who have performed military service in the armed forces of the United States for a period of at least ninety consecutive days and have been honorably discharged will be entitled to benefits after discharge provided they are unemployed and otherwise eligible.

The base period will be the calendar quarters up to and including the calendar quarter in which such a person was inducted and the same calendar quarters of the year preceding the induction which correspond with the calendar quarters in which the military service was performed.

Weekly Benefit Rates

Effective June 29, 1941 the new weekly benefit rate and durational amount schedules will be put into operation.

Three tables for each have been adopted and the table in effect is determined by the balance in the unemployment fund at the end of each base period.

The following tabulation sets forth the maximum and the minimum limitations of the various tables:

	Table 1*	Table 2**	Table 3***
Maximum Weekly Benefit Rate	$20.00	$17.00	$15.00
Maximum Durational Amount	360.00	255.00	195.00
Minimum Weekly Benefit Rate	6.00	6.00	6.00
Maximum Limitation (weeks)	18	15	13

* Effective when balance in fund exceeds $40,000,000.

** Effective when balance in fund is more than $25,000,000 but less than $40,000,000.

*** Effective when balance in fund is less than $25,000,000

Qualifying Wages

The new amendments provide that a claimant, in order to be eligible, must have received wages of at least $144.00 during the base period.

The previous requirement of earnings equalling at least twenty four times his weekly benefit rate will no longer apply after June 29, 1941.

Waiting Periods Required

On and after June 29, 1941 only one waiting period week need be served prior to compensability.

In no case, however, will a claimant be entitled to benefits unless at least one waiting week has been served during the period of four months prior to the week for which he is claiming benefits provided this condition shall not interrupt the payment of benefits for consecutive weeks of unemployment.

UNEMPLOYMENT CLAIMS SHOW DECREASE

Unemployment compensation benefit claims and payments were down substantially in May from the volume reported in April. Initial claims declined 34.7 percent during the month. Compensable claims were down 17.6 percent, and the amount of benefits paid decreased 21.3 percent. Reflecting the smaller volume of claim activity, closings of active cases in May were off 28.1 percent from the April totals.

Local offices of the Unemployment Compensation Division reported the receipt of 4,545 initial claims for unemployment benefits in May, as compared to 6,964 filed in April. The decline in initial claims was statewide, with all offices reporting decreases except Bristol, which showed a slight increase in initial claims of 1.9 percent. Offices reporting declines greater than the average included Danbury, Danielson, Hartford, Middletown, New Haven, New London, Stamford, Torrington, and Willimantic.

A total of 15,111 compensable claims were filed in local offices in May, and 18,348 in April. All offices, except three, reported a smaller volume of compensable claims for the month. In Bridgeport and Middletown, slight increases were noticed, and New Britain reported an increase of 90 percent. The New Britain increases was caused by partial unemployment in certain needle trades establishments. The decrease in compensable claims was greatest in Ansonia, Hartford, New Haven, New London, Torrington, and Willimantic. Benefit payments in May aggregated $149,229, in relation to $189,534 in April. Payments increased slightly in Middletown and were up nearly 88 percent in New Britain, with all other offices showing a smaller amount of payments. Since January 1, 1941, a total of $1,264,158 has been paid in unemployment compensation benefits.

Closings of active claim cases numbered 7,553 in May and 10,506 in April. Increased closings were reported by Danbury, Danielson, and New Britain. Additional increases in industrial employment will probably serve to decrease benefit claims and payments further in June.

Jobs For The Physically Handicapped

Survey Shows 1500 Could Be Usefully Employed By Connecticut Employers

WALTER R. KETCHAM

With the extension of our national defense program to the point where every worker capable of doing a job must be employed full time, a great opportunity is presented to secure employment for those with disabilities and who have skills.

To this end Connecticut again is taking a leading part. The State Board of Education, the Connecticut State Employment Service, the Hartford County Manufacturers' Association and a special sub-committee of the Connecticut Manufacturers, all cooperating toward one goal, have forwarded the program steadily.

The fundamental problem, as stated in the record of proceedings June 9th by Charles S. Burr, chairman of the Manufacturers' Association Committee, was to ascertain how in the present emergency of acute shortage of labor, the untapped supply of employable physically handicapped—who are now unemployed—could be efficiently employed in Connecticut industry either on new jobs or to take the place of someone going into defense work.

Therefore, with this end in view the two first named State organizations proceeded to comb their files and otherwise cover the State for available job prospects.

In the case of the Employment Service it was necessary to study the active files within the office for handicapped workers and in many instances to refer to the inactive files where the interviewer knew that the worker was either holding down a temporary job or was so qualified that he could be used in certain types of defense work. In the case of the Rehabilitation Service of the State Board of Education it was necessary to study their records. These would include all handicapped persons in a given area who had come into direct contact with their department either through assistance rendered by them in securing artificial aids and training or those who were still on their lists and not actively registered with the Employment Service. An active registration in the Employment Service means an applicant who has kept his registration card active by contacting the office within a certain period, thus signifying his or her desire to secure a position.

MR. KETCHAM, *Supervisor of Special Services has been with the Labor Department since 1934. Among his other accomplishments, he was the first Editor of the Bulletin, and was at one time manager of employment offices in the eastern part of the State.*

As a result of these two separate surveys there was naturally discovered an overlapping. More cases could be unearthed by the Rehabilitation Service than could be found in the Employment Service active files, due to the time limits set by the Employment Service procedure with respect to an active card. In any event, the compilation of the results at the time of this survey revealed approximately 1,500 unemployed physically handicapped who were employable. Reports from certain areas of the State had not been received to give a complete and over-all picture of the problem.

It also must be understood in handling the placement of a physically handicapped worker, such workers cannot be handled as a group — but rather must be considered individually in the light of his or her own particular handicaps and their relation to the job they are to perform. With this in mind a complete listing of each individual was made describing the handicaps and degree of impairment, together with his or her work experience and potential abilities.

The fact that this available supply is usable is borne out by recent studies made by Mr. Cornelius, Secretary of the Hartford County Manufacturers' Association. His survey among fifty-nine manufacturers in Hartford County disclosed 404 recorded physically impaired employees satisfactorily employed. All but twenty-eight of these were hired by firms who conduct a pre-employment physical examination. Therefore, the vast majority were hired with the employers' full knowledge of their handicaps. They are employed on such jobs as box makers, bench workers, inspectors, machine operators, tool clerks, messengers, assemblers, grinders and stenographers.

That this supply of physically handicapped workers is usable is further borne out by the exhaustive experiments made by the Ford Motor Company: Walter Dietz, formerly of the Western Electric Company and now O.P.M. and Dr. Ball among Canadian World War Veterans. All experiments tend to show that this type of labor could well hold its own with normal employees.

Let us now look at a few placements made by the Employment Service of physically handicapped persons.

Mr. A—age 21—Complete paralysis of right arm from shoulder blade. Placed with the X Realty Company as architectural draftsman.

Mr. B—Age 28—Paralysis and shortage of right leg and right arm. Placed with the XYZ Company as a foot press operator, starting wage 35 cents per hour.

Miss C.—age 22—Paralysis of left leg. Placed with Manufacturing Company as a foot press operator.

Mr. D.—age 36—deaf and dumb. Placed with large concern as an inspector, 40c an hour to start.

Space does not permit further listings of many good placements made by the Connecticut Service. For the first four months of 1941 the Service has made a total of 172 placements of physically handicapped persons. This represents in four months a little short of 80% of the total placements of handicapped persons in 1940 which for that year were 220 and led all the New England States combined.

Here on the other hand are a couple of the handicapped applicants looking for a job.

Mr. X—age 46—Left leg amputated below the knee; artificial limb. Auto mechanic and truck driver (15 years) by trade. Has completed 200-hour defense training on general machine operations; good steady worker.

Mr. Y—age 23—Left leg two inches short, ankle stabilized. Has had 1½ years of high school. Completed the training course in Automatic Screw Machine Operation (B&S). Previous experience as a painter.

There are many others like these two picked at ran-

(Continued on page 12)

Commissioners' Decisions

Held "Moral Basis" No Justification for Payment of Unemployment Compensation Benefits; Reporter Who Goes To School Not Eligible

A newspaper reporter who quit his job to enroll as a full time student in a school of journalism is unavailable for work and thus ineligible for unemployment compensation despite his belief that he is "morally entitled" to such benefits, it has been ruled by Commissioner William H. Truax of the Fourth District in appeal case 50-D-41.

The foregoing was one of 93 cases decided by the Unemployment Commission during the month of May. In that month 99 new appeals were carried to the Commission while 16 previously appealed cases were withdrawn. There were 133 cases pending decision at the end of the month. Of the 93 settled, examiners' decisions were affirmed in 59 instances, modified in 5, and reversed in 29. Chief issues involved were voluntary separations from employment, wilful misconduct, and availability for work.

The case of the journalism student mentioned above presents more than ordinary interest because of the arguments advanced. According to the testimony, the claimant contended that he left his job to improve himself through study at a recognized school of journalism; that he believed a change in work would be beneficial to his health; that opportunities for getting satisfactory work would be enhanced through contact with college instructors; and that he is "morally entitled" to unemployment benefits inasmuch as his employer had made contributions in his behalf. The evidence showed that the claimant was the only member of his class of 71 who had not attended college. For this reason he was regarded as a special student and would not be entitled to a degree in journalism. He was in regular attendance at school, however, attending classes five days a week from 8 or 9 a. m. to 5 or 6 p. m. Though he claimed he was available for work he intimated that the State Employment Service could be of little aid in obtaining the kind of work he desired. He declared that after years of faithful employment the unemployment resulting from the necessity of adequate training in his chosen field should be met by funds contributed by his employer.

In his decision holding the claimant to be ineligible for benefits the Commissioner wrote: "It is evident that the claimant left his employment with the express purpose of improving himself. For this he is to be commended. Any inference that he has been penalized for so doing is not well-founded. It is, however, apparent that he has removed himself from the open field of employability. It is obvious that the claimant has erred in his interpretation of the Unemployment Compensation Act. It has never been construed as a financial aid in the education of an individual. All of the credits of the claimant had been earned in full time employment. Aside from his study hours he is in full attendance five days a week at school . . . With consideration of all the attending circumstances it must be concluded that the claimant is unavailable for work . . . "

(NOTE: Effective July 1, 1941 an amendment to the Unemployment Compensation Act provides for disqualification of any person who leaves employment to attend a school, college, or university as a regularly enrolled student.)

Wilful Misconduct: A worker who concealed himself on a pile of boxes in an adjoining department and slept for seven hours while supposedly on the job was guilty of wilful misconduct and must suffer the statutory penalty of an additional 4-weeks waiting period before receiving benefits, Commissioner Cornelius A. Moylan ruled in Case 745-A-41.

No wilful misconduct was found in the case of a female power press operator who "exploded" after being assigned to short jobs where she could not earn as much as others. The claimant in Case 743-A-41 had had a good record through her 17 years of employment but finally reached the point where she felt the set-up man favored younger employees in allotting work. Her discharge followed an "explosion" in which she refused to do a certain job. Said the Commissioner: "Her reaction, while undignified, was expressive, though it should be construed more in the nature of a vociferous complaint, made in the heat of anger, than otherwise. As happens in such cases, she did not behave discreetly or judiciously . . . Her conduct should not be encouraged, though it certainly is not wilful."

Reputation or past misconduct of an employee cannot be used as an excuse for dismissal on the ground of wilful misconduct, it was held in Case 747-A-41. Here a set-up man who was considered one of the best in that line in the company's employ had never been discharged during his 25 years of service although he had long been addicted to drink. About two months after the appointment of a new foreman who warned that drinking would not be tolerated, the claimant was absent because of illness and later left a sick bed and reported for work in order to prove his absence was not due to drinking. He was discharged despite the foreman's uncertainty as to whether the claimant's unfitness to work was due to the use of intoxicants.

A night watchman who failed to see or hear the approach of his employer's car because he was listening to a radio program was not guilty of wilful misconduct when the use of radios was permitted by the employer and when there was no evidence that the watchman was asleep on the job. (35-B-41).

Voluntary Separations: A factory worker on the night shift had sufficient cause for quitting his job when he was unable to obtain transportation from Hartford to New Britain after midnight. (719-A-41).

The Situation In The State

The Connecticut labor market grew tighter in May and with every indication that this stringency would be intensified in the next few months, it was reported by the 18 field offices of the Connecticut State Employment Service.

The condition throughout the state, as described by these reports, was one of increasing difficulty in obtaining skilled and semi-skilled workers, with employers seizing eagerly on June High School graduates who display any manual dexterity for immediate placement in industry, or after a five weeks training course.

The consensus of opinion, based on a poll of more than 300 large employers, is that employment demands have not yet reached the peak, but will continue ascending between now and November 1st with at least 25,000 more workers needed in defense industries alone, and a similar number also needed in non-defense industries.

While there were numerous layoffs in the state during May these were all small, or of short duration, and caused principally by seasonal slackening of the needle trades and textiles and the inability to secure materials, particularly metals. Non-defense manufacturers are anticipating further layoffs because of shortages of materials due to priorities, and with particular reference to brass, copper and zinc.

Present shortages throughout the state include all types of skilled and semi-skilled factory laborers, being most acute in large manufacturing centers but also appearing in the smaller centers. In addition to shortages in metal trades, a shortage of construction workers has appeared in Ansonia, Hartford, New Haven, Thompsonville, Bristol, Bridgeport and New London. Experienced clerical workers are now scarce in Hartford, Bridgeport, Meriden and Waterbury. Store clerks are scarce in Bristol, Torrington and Waterbury. Domestic and service workers are scarce in all areas. Labor scarcity is particularly acute for farm workers.

Migration into the state continues, with noticeable diminution particularly in the Hartford area. Most of these applicants are unskilled or do not possess the necessary qualifications for work in the metal trades.

There has been a significant relaxation of certain standards with employers quite generally being interested in the individual worker's ability to produce, and without reference to other circumstances such as age or sex.

A summary of the individual reports follow:

FAIRFIELD COUNTY

Bridgeport

Continued activity in all lines of industry in the Bridgeport area is reported, with the availability of skilled industrial workers becoming still more acute; there are apparently no local applicants available and what few are obtained are coming largely from out of the state.

Industrial pickup has been general with the possible exception of a part of the needle trades industry where a seasonal slowdown has caused some short time. More than 10,000 new workers have been added to industrial payrolls since the first of the year, and payrolls are running approximately two million dollars a week.

Large number of applicants continue to come from New York and Pennsylvania but comparatively few are placed, due to lack of experience and training along mechanical lines.

Emergency training programs, with maximum enrollment in machine and foundry courses, are still under way with students being placed as rapidly as they graduate. Ninety high school seniors who entered Trade School on April 28th were being immediately absorbed by industry on graduation last week.

Norwalk

The generally high level of activity of industry in this area was maintained during May with payrolls showing a 6 per cent gain over April and about 40 per cent over those of a year ago.

The metal trades particularly continue to be extremely busy and one electrical equipment concern is organizing a second shift for the first time in its history Some complaint of shortage of necessary material has been heard.

The hatting industry experienced an increase in business and all the needle trades remain active with an acute shortage of power sewing machine operators still existing.

Practically all local high school graduates have been registered and in some instances are already being used on a part-time basis in preparation for full time employment after graduation.

Danbury

Increased building activity in construction work has resulted in a scarcity of painters and carpenters in this area, and business in general may be expected to improve with the slow period in the hatting industry behind, and of much shorter duration than usual.

It is obvious that the Danbury area is feeling a certain impetus from the defense industries in an indirect way as inquiry discloses that a great many workers have found employment in the defense areas and are commuting from Danbury.

The long waiting list for the Trade School has now been depleted and new recruits will now necessarily come from High School graduating classes.

During the month the employment list was augmented by a significant number of school teachers and students who responded to a request for their registration made during the past month.

Stamford

Hirings leveled off somewhat during May due to the fact that peak production for machine equipment and materials on hand had been reached. Material supplies appear to be flowing more steadily now with no tie-ups reported as being due to a lack of material.

In spite of the slackening jobs were found for 859 men during the month with a decrease of only 79 women, the available number of whom is still fairly ample.

The Trade School machine shop defense training course and the welding course in Greenwich are operating at peak; graduates of the machine course are being absorbed by industry without difficulty; a little more difficulty is experienced in placing welders because many will not accept jobs outside of this area.

With the exception of the garment trades all industries are extremely busy.

NEW HAVEN & MIDDLESEX COUNTIES

New Haven

A marked shortage of agricultural labor persists in the New Haven area despite a vigorous recruiting campaign; this situation will be alleviated somewhat with the closing of schools as approximately 900 students have envinced interest in this type of work.

The labor market in the clerical and professional field is still unsettled, with large numbers of employed workers registering in an attempt to better their positions. Employer standards in this field are high and the number of qualified applicants are few.

The munitions, wire rope, insulated cable, tool and rubber in-

dustries are all busy and in most instances operating 24 hours a day, and there is a distinct shortage of workers physically and mentally fit for industrial work.

Registration of high school seniors is completed and when the bulk of these have been interviewed it is expected that the supply of youth for practically all departments will be considerably augmented.

Ansonia

A levelling off of the upward climb has been noted in this area, due to a shortage of materials and the fact that plant capacity has been reached in many instances. The textile situation has improved slightly with one large firm hiring extra workers and a closed textile plant in Seymour about to be reopened in the near future.

There is a continued demand for skilled labor and a notable shortage of carpenters and other construction workers. Migrants continue to register in great numbers but a large proportion are not placeable for one reason or another.

High school students have been registered and instructed to report for interviews. About two-thirds of the graduating class have already been interviewed and arrangements are being made for placement through this office.

Waterbury

Activity in industrial work continues strong with the exception of a few plants were hiring remained stable for a short time during May. Practically all firms having over 100 employees are now engaged in either prime or secondary contracts for government work

Mercantile business was slow during the first two weeks in May but grew during the latter part of the month showing a sizeable gain over the previous month. Much turnover in personnel of stores is now occuring due to the induction of these workers into factory work.

Placement of high school students has already been anticipated and most of the graduating classes have already been earmarked for jobs.

Unemployment claims show a decrease of 22 per cent over the previous month but new applications showed an increase of 32 per cent, some of this due to the response of school teachers who have been urged to register for summer work.

Middletown

Industry as a whole seems to have evened off during the past month and the upward climb is halted, at least temporarily. There have been a number of small temporary layoffs due to waiting for materials and the urgent demand for workers seems to have deminished somewhat.

There is still an acute shortage of institutional workers but, due to the registration of High School students and Weslyan undergraduates, there may be a temporary surplus of unskilled and clerical workers when schools close in June.

Merchants report very good business, restaurants particularly enjoying a period of prosperity.

Meriden

With all indications pointing toward continued industrial activity in this area the continued shortage of skilled workers and the dearth of young men available for Defense Training courses hamper job placements. It is hoped that High School graduates will help to augment the enrollees of the State Trade School at the close of the school year.

While the supply of labor in this area continues to be low there are a large number of female applicants many of whom are married women re-entering the labor market, in some instances, after a period of years.

HARTFORD and LITCHFIELD COUNTIES

Hartford

Finding workers with specific experience and training is the principal difficulty now being experienced by the Hartford office and one which is not reflected in the number of job applicants on file. Although an apparently full supply of labor seems to be presenting itself daily, the supply does not match the requirements of industry, agriculture or construction.

Significantly, there has been a noticable slowing down in the number of migrants who are coming to Hartford. For the month of May the number was only about 50 per cent of the average for the previous year.

Female registrations continue heavy and there has been a large influx of school teachers seeking jobs for the summer.

It is becoming increasingly difficult to secure trainees for the regular 200 hour training courses.

The tendency of manufacturers to relax their standards is a reflection of the growing shortage in the labor market.

Agricultural labor continues to be a problem with a paucity of labor to harvest the strawberry crop and to get tobacco planting under way.

New Britain

Business throughout the district continues on an upward trend with considerable increase in construction activity due to Defense Housing contracts as well as State Highway work. There continues to be a definite shortage of skilled and semi-skilled industrial and construction workers, salesmen and saleswomen, domestic and laundry workers and office workers.

WPA enrollment reached the lowest point in several years, and the active file of job applicants decreased 15 per cent from the preceding month. Bank clearances showed an increase of more than two million dollars.

To date more than 450 have been graduated from Defense Training courses and have already been absorbed by industry. Of the 63 High School students whowill graduate in June, 57 passed Mechanical Aptitude Tests and have been assigned for training.

Approximately 500 High School graduates in this area will be available for referral to job opportunities during the coming period which will alleviate the shortage of commercially trained workers for office and factory clerical work.

Bristol

The labor market is getting progressively thinner with shortages developing in practically every type of industrial and construction occupation, while store clerks and domestics are unobtainable. All industries in the community are busy and are increasing their forces as much as possible. Prospects for the near future are for still further increase in industrial activity since most of the plants are operating either directly or indirectly on defense contracts.

Thompsonville

Shortages of certain types of wool which has led to temporary layoffs in some of the mills in this district have been responsible for a slight increase in the Unemployment Compensation load during the past month, but otherwise the industrial picture continues bright.

Many employers, becoming aware of the increasing difficulty in hiring competent men are considering seriously the feasibility of expanding their personnel in machine production by the use of women.

All High School boys in the territory who are interested in Defense Industrial training have been registered and represent approximately 25 per cent of the male students awaiting graduation.

Noticeable shortages of tobacco workers, domestic and service employees continue to exist.

Torrington

The situation in this area remains unchanged from the previous month with very few local applicants available for work and an increasing reliance on out-of-town applicants for job placements. Various stores are experiencing difficulty in holding their sales help and in securing replacements while road contractors are having to depend on migratory labor to fill their requirements.

The NYA School at Nepaug Village is now being used as a base to which graduates of Machine, Welding and Sheet Metal courses in other states are being concentrated for distribution throughout the state. This reservoir will have a capacity of 200 students at one time.

NEW LONDON and WINDHAM COUNTIES

New London

The labor market in the New London area shows a very definite shortage of skilled craftsmen in all lines; a shortage of semi-skilled workers in industrial and construction lines and a developing shortage of unskilled workers in the construction line.

Practically all the industries are working at a normal capacity or better. Orders on hand with local concerns indicate plant operations at capacity for a long time to come and in many instances local plants are planning for further expansions. The problem seems to be one of being able to supply suitable workers to meet the need.

Graduating classes from high schools will provide approximately 350 male workers as apprentices or learners; those under 18 are not generally acceptable to employers but a number who are over this age have already been assigned to Defense Industry Training Schools and are being trained for specific employers. Local industries are showing a willingness to take potential workers

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Industrial Testing for the National Defense

CLYDE W. GLEASON, PH. D.

The American people have deep commitments in a desperate and vicious struggle. At present these commitments are largely industrial. It is the common judgment that when the allies win, it will be because America produced more and better materials of war, more quickly than they have ever been produced before. There is a deadly and unexpected meaning which we must now attach to the words of the old religious song: "Work, for the night is coming." It is already twilight.

When most of us became staff members of the Employment Service, we had no reason to expect that we would be called upon to assume responsibility for an important phase of the national defense. Our social philosophies were oriented to the problem of economic security. But most of us are responding to this sudden shift in the function of the Service with a conviction that never in our lives has our duty to our fellows been so clear; that never before has the obligation to work effectively, been placed so directly and heavily upon our shoulders.

During the past few months, for the first time in its history, the Employment Service has experienced a heavy demand for industrial labor. To some of us this has been a welcome relief. It seems easier to find employers accepting what we offer them and asking for more, than to struggle for the placement of a small portion of a large active registration. A number of devices, testing among them, were introduced during this earlier period when the employer controlled the labor market. They were designed to help us select workers for particular jobs, according to ability; to help us avoid chance and the evils of spot placement. When only a few could get the jobs, we properly felt that it was our duty to see that those who got them were the best fitted for them. Now that the labor market is rapidly changing to a "seller's market", there is a noticeable and very human tendency, here and there in the Service, to overlook some of these more careful techniques of selection and classification. It is even asked why it is necessary to select carefully when placements come so easily; when employers will take what they can get. In my opinion, our present situation in no way excuses the Service for referring people indiscriminately and without due regard for their aptitude for the work.

DR. GLEASON *obtained his Ph. D from Ohio State University; he came to Connecticut in 1933 on a visiting Professorship at Yale University and since 1939 has been engaged in the establishment of occupational testing in the Connecticut State Employment Service*

I offer a hypothetical case: 100 people are needed for Defense occupations in two factories at opposite ends of town. Only 80 are available. Assume that, in justice to Defense needs, we should send 40 to each plant. But plant No. 1 needs 40 assemblers, and plant No. 2, 40 inspectors. If we divide our 80 applicants into two groups, without discrimination, and send 40 to each employer, he will probably take them and do his best with them. Some of them will do well, others poorly. We shall get "credit" for 80 placements, but we shall not deserve it. It is our duty to know, not guess, that the group sent to Plant 1 will do better there than on the other job, and vice versa. When we decide that an individual is not fitted for a certain kind of work, we have not denied him employment, nor have we reduced the potential supply of Defense labor. An inexperienced applicant may make a poor assembler but a satisfactory inspector, packer, trucker or "sweeper-outer". Anything we can do to get him into the niche in which he can do his best work is a service to him and to his employer. Much more than this, it is a vital step toward making sure that, during these critical times, that worker will contribute more, day by day, month by month, to the National Defense than he could if he were misplaced. If our Service does no more than raise the batting average of the ordinary factory worker a few points, by fitting him into the right job, there is no telling how much that may contribute toward the victory of the forces which we are backing. It will take many thousands of straws to break the camel's back. But it is neither melodramatic nor hysterical for us to work in the conviction that every move we make just now, carries its full weight; that any mistakes we make, — any bungling — putting round pegs into square holes, is more serious than at any time in the past, and more serious than it will ever be again. It is not the number of people "cleared" through the Employment Service that counts; our responsibility is to get them into the **right** jobs. Should we not, then, use every means at our disposal to make sure that when we refer Defense workers, we are right? I do not know whether or not any of us have the conceit that we can tell a good assembler from an inspector or packer by the vague process of "sizing him up". We all know that we should not put our faith in any single means of classification or selection. Still, some of us are influenced more than we would like to admit, by a good appearance, by nationality, by certain characteristics in the applicant's training or experience, or some other single factor. For that matter, some may consign an applicant to oblivion because of a low test grade. That is bad.

Of all the facts which one may learn about, or observe in an inexperienced applicant for industrial work, which is the most free from prejudice or subjective hunches? What kind of information is most consistently up-to-date? What kind lends itself best to the **objective** ranking and comparison without which selection is prone to be unfair? What kind of information strikes most directly at the essence of the prospective job — the actual deftness of touch, speed of movement, discrimination by eye and mind? No other single measure covers all of these requirements as fully as a well-chosen, valid, carefully administered and sensibly interpreted battery of aptitude tests. Years of research have gone into their making. No test is added to the Employment Service repertory until it has been proved, by the cold statistics of increased production records, that it can help personnel people to do a better job of predicting who will do well, and who will not.

Consider the case of the Single Needle Power Sewing Machine Operator. Validation studies for the battery of tests which measure aptitude for this representative occupation show that if the employers whose workers were analysed in the validation studies had used our aptitude

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Connecticut Graduates 1941

WALTER R. KETCHAM, *Supervisor of Special Services*

Graduating Classes this Year Enter a Business World That Greets Them with Open Arms — and Open Jobs Too

The month of June, and how different from other graduating months since 1932 for our 16,000 graduates from the 132 high and technical schools in Connecticut.

From present indications, the favorable labor market is going to draw many more young people into trade and industry than in the past decade. It is also quite natural that it should. It is too early to get the complete picture but it is safe to say that more than 12,000 new workers will enter the labor market for the first time this year. That vicious circle which has always confronted our youth namely "without adequate work experience you cannot get a job, so how can you get adequate work experience unless someone gives you your first job?" is due for many modifications this year.

The big job before the Employment Service is recruitment. More than a year ago the Service had tapped the skilled labor market in this State so that what now remains is but a skeleton of its former self.

We saw the handwriting on the wall as far back as the summer and fall of 1939. We worked with the manufacturers and the State Board of Education to set up training in the trade schools long before the National Defense program became a factor in the training of this State. That story is one that has received national recognition and is not a part of this article.

In Connecticut the only substantial freshening of our labor supply in the period immediately ahead will come from the high schools and colleges.

A recent study of high school graduating classes indicates that 16,000 boys and girls will complete that phase of their education this month. It is estimated that 12,000 will come into the labor market for full time or summer jobs from the high schools. Statistics show that there will be somewhat more girls than boys and our information is that the number of graduates under 18 is higher this year than in other years. The employment offices have registered 52% of the graduates up to the last week in May and it is likely that about 80% will eventually register. The remaining 20% either do not wish to enter the labor market or have secured jobs on their own initiative.

An increasing earmarking of high school boys for jobs upon graduation raises the question as to whether any appreciable number of boys over 18 years of age will be left for a labor reserve. Several cities — Bridgeport, Bristol and Ansonia are already giving preemployment training to high school boys who will go immediately into industry upon graduation.

The high school graduating classes this year total 16,347 and are distributed in the following office areas:

Ansonia	651	New Haven	3125
Bridgeport	2072	New London	682
Bristol	407	Norwalk	568
Danbury	539	Norwich	473
Danielson	274	Stamford	862
Hartford	2665	Thompsonville	300
Meriden	629	Torrington	483
Middletown	571	Waterbury	1107
New Britain	714	Willimantic	220

More than 50% of this total were registered and tested by the Employment Service up to May 27, 1941.

In order to get the overall picture of youth activities during 1940 and for the first three months of 1941, the following figures are revealing:

Out of a total registration, all ages, during 1940 over 50% or 38,651 were youths between the ages of 16 and 25 years. About 10,000 of this youth group had no previous work experience. On the placement side of the picture over 41% of all placements (28,684) were youths in this age group. Only 8493 of those placed could be considered to have had sufficient previous work experience to qualify them for the positions for which they applied. In other words, the Service was successful in making a very large number of placements on the potential ability of these youths (more than 20,000) during last year.

A comparison of the occupational placements by groups show the following:

Youth's Placements 1940	%	Youth Placement 1941 (3 months)	
Sales and Kindred	3234	11 %	697	6.7%
Clerical and Kindred	3555	12 %	1350	12.9%
Service	5200	18 %	1062	10.1%
Skilled & Semi-Skilled	8993	31½%	4574	43.6%
Unskilled	6451	23 %	2608	24.9%
Others (Farms etc.)	1251	4½%	189	1.8%
Totals	28,684	100 %	10480	100.0%

The first deductions to be made from these figures is the ratio of increase in total placements for the three months of 1941 as against the entire year of 1940. Ordinarily about 7,000 placements would be made from the youth group during these first three months, but in 1941 some 10,480 placements were made.

It is also interesting to note how the percentage figures are increasing in certain groups. For instance, in the skilled and semi-skilled classification an increase of 12.1% from 31½% to 43.6% is shown in only 3 months of 1941. Slight increases can be noted in the unskilled and clerical and kindred.

The greatest decrease is in the service field or a drop of almost 8% so far in 1941. Sales also showed a considerable drop at the beginning of 1941 in Youth Placements but should show an increase during later months this year. These facts as shown represent progress in Connecticut's youth activities.

Many youths of the state are enrolled under the defense training program, and facilities are constantly being increased for such training. Plans are under way to train women to take over mens' jobs. The whole picture is moving in the right direction in so far as the young person's outlook is concerned.

Yes, June, 1941 should hold out more hope for our graduates entering the labor market than any previous June in the last decade.

Training For Managers

Courses in Public Speaking Conducted So That Managers Can Better Sell The Services of the State Employment Service

by FRANK CRADDOCK

Two groups of people who are used to dishing it out, whose daily functions largely deal with observing, diagnosing, evaluating and classifying individuals, have for the past two months devoted one evening a week to turning the tables on themselves and submitting to critical analyses by an expert in another field.

These groups consisted of managers and supervising interviewers from two sections of the state, one meeting in Hartford in the Central Office conference room and the other in the Norwich Employment Office. Having realized that the scope of their work included more than within-the-office functions, they were desirous of a chance to improve themselves in the field of public speaking. To accomplish this they were willing to surrender leisure time and expose themselves to the rigors of training and the embarrassment of open criticism.

Using an analogy of business whereby we can compare interviewing to buying, classifying to stock-room work, referral to display, field visiting and public speeches to sales, they sought to be in a position to sell the service.

In nearly every phase of business the main difficulty is in attempting to arrive at a valid estimate of consumer demands and a knowledge of market. Once this is known, the other processes either fall in line completely or are in large measure simplified and made easy. The salesman in business not only covers the function of selling but also occupies the position of being the foremost guide to the buyer. In the field of employment service adequate and effective sales promotion would result in the use of our offices by a majority of the employers the community, and such a knowledge of their placement requirements would be obtained that the other functions, interviewing, classifying and referral would be facilitated.

MR. CRADDOCK *is Supervisor of Training and was formerly Manager of the New Haven office of the State Employment Service.*

The basic concept of an orderly flow of labor into the labor market implies that all available help would be listed in a centralized reservoir or register which would be listed by all employers in the community. The first phase of this concept has been realized through unemployment compensation programs which have through necessity of control resulted in a pooling of those available for work. The second, the use of this device by all employers, is continually promoted by national and state publicity, but at this time most effectively by the very elements of an emergency labor shortage. However, the long range development of employer use of the service will continue to rest upon the knowledge employers acquire through the personal and impersonal efforts of local office staff members either by meeting them individually or through community group activities.

Personal contacts are the most effective means of inducing employer co-operation. However, since these do present problems of time and expense, personal interviews should be supplemented by methods which, though impersonal, would reach larger groups through less expensive means. Undoubtedly, one of the least expensive and at the same time one of the most useful of these impersonal media is public speeches by local office personnel. Managers and supervising personnel should therefore be somewhat skilled in this field so that promotional opportunities could be developed for the presentation of information.

It was toward the methods used in group presentation that Professor Robert E. Will's course was directed, and the content of the course covered speaking situations arising through the promotion of good public relations in the Employment Service and was designed to increase the effectiveness of employees in telling, through public speeches, of the principles and policies of the Division.

The practical fundamentals of public speaking were considered and the material used was that arising from problems in the Division, chosen by the members of the group for presentation. The needs and aims of the group were interpreted in terms of the fundamentals of effective speaking, audience analysis, speech organization, preparation and delivery.

In order to cover both theory and practice each class was limited in size and each period divided into two sections, the first consisting of lecture and discussion and the second of actual demonstration by individual members. The speech was considered in terms of choice of subject, fluency, purpose, language use, clarity and organization; the speaker was judged on his poise, contact with audience, vitality, mannerisms, voice control, platform etiquette, and then an over-all estimate was made of his general effectiveness. Summaries and analysis of these criticisms were made by Professor Will who offered suggestions and guidance to each individual.

The progressive improvement in assurance and effectiveness could have been metered as it colored the actions of each individual in successive weeks. The knowledge that they were familiar with the subject chosen, the feeling of expertness in dealing with it and the awareness that they were welcome speakers dissolved any fears they had possessed.

In an outline of the steps to be followed in meeting a practical speaking situation the participants were instructed in how to make the preliminary arrangements for the speech. They were cautioned that no matter how letter-perfect they might be they would be successful only to the extent that they were able to create in the minds of the audience the images desired. The images thus formed would determine the response of the audience, and it is for this response that every speaker is continually striving. Attitude, manner and delivery as well as subject matter all

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THE SITUATION IN THE STATE

(Continued from Page 6)

without training and train them on the job.

Construction activities continue at a high level and the volume of retail trade is estimated as 10 per cent higher than the previous month.

Norwich

During May the business situation in this area continued with little change. While there are but few defense contracts at present in production the demand for material for private use, particularly in textiles, has kept most plants going at capacity.

In the finishing plants there has been a gradual slowing down preparatory for the layoff which will probably come during the first of July. One small plant in Jewett City has closed but it is expected that these workers can readily be absorbed by the textile industry in other places.

Metal trades are running to capacity and foundries are busy with one plant expanding to twice its current capacity. It is in the field of farm labor that most difficulty is being experienced; high school students have been registered for this work but most of the applicants are suitable only for lighter work such as fruit and berry picking.

Danielson

False reports of high wages in other sections of the state have helped to create an artificial shortage of certain textile workers in this territory. Young men and women who ordinarily would enter the textile field have embarked on a program of shopping around trying to sell their services to the highest bidder.

The majority of these are unskilled and have no realistic conception of the qualifications necessary for placement in defense industries. On the other hand, an orderly transfer of trained workers between the territory and defense centers has been accomplished during the past month. Most of the persons trained at the Putnam Trade School in the machine industry have been so placed.

Conditions in the textile field are good and most mills have plenty of orders on hand, with some shortage of workers as noted. In the construction field all necessary help has been furnished as a result of a recruiting campaign

Willimantic

There has been little change in the industrial picture in this area during the past month with local plants reporting a continuation of employee separtions due to procurement of work in various defense industries in nearby cities.

Retail stores report considerable business improvement and construction work is also considerably in excess of the previous month. Payrolls in general are showing significant gains.

Orders for farm, domestic and service workers continue to come in, but there is difficulty in filling these orders due to primary interest of most workers in defense work.

TRAINING FOR MANAGERS

(Continued from Page 9)

contribute toward the final response, and in any estimate of effectiveness, a negative response is more to be desired than none at all.

Those in attendance have been encouraged to be critical of all speakers so that they may improve their own methods by an ability to recognize the good features and the necessary elements of effective speech. As one of the class expressed it, "I have never been afraid of the sound of my own voice. While I have sometimes been complimented on my poise and lack of self-consciousness before groups of people, I have always lacked confidence in my ability to present my subject in the most effective way. I now feel that I know how to analyze the methods used by successful speakers and how to adapt them to my own use."

Methods were demonstrated in class which would be useful in creating in the minds of the public a picture of an active, effective employment service, to the end that public response to that image would result in the use of the service by the community's entire group of workers and employers. Since workers are now using the service effectively, a balancing use by employers would furnish that knowledge of job requirements which would facilitate the operations concerned with interviewing and allied applicant relations, and speeches were directed to this end.

Those members of the class who later filled engagements arranged for them to address outside groups, did so with an assurance that reflected their efforts in class and did credit to Professor Will for his encouragement and skillful guidance. A nucleus of effective speakers has been developed and opportunities will continue to be sought to present the story of the Employment Service before civic, labor and industrial management groups. The success of the course will be measured in the results obtained during the next few months.

"A PHILOSOPHY OF LIFE"

By Cornelius J. Danaher
Commissioner of Labor

I will be good for there are those who love me,
I will be brave for there are those who care,
I will be just for I expect others to be just to me —
I will be friendly for one needs friends, and with them I will gladly share,
I will make all of my friends feel that I see in them some of life's great glory,
I will see the bright side of everything,
For I am sure we will all be happier for having known the happiness of others, whether peasant or king.
I will think kind thoughts, for those are all that count,
I will work a little, play a little and live and laugh and love —
I want success to come to everyone —
I want to avoid committing the same mistake twice, knowing as I do the latter mistake is mine,
I will be cheerful and smiling in prosperity or adversity, neither pursuing the former nor courting the latter,
I will criticise no one, for none is worthy of my strife,
I will be too large for fretfulness, for forgetfulness or fear —
I will bid good-bye to anger, to sorrow, to hatred, malice and ill-will, because I have resolved to live a life free from worry, or kindred troubles, as I intend to be the person God intended I should be and so build character, preserve reputation, keep friends, avoid enmities and rejoice and be glad that I have free sunlight and air as gentle as the dawn, an independent being under a blue sky, amid friendly neighbors, and speaking the language of the flowers under the protection of the greatest and grandest Government instituted by man for the Government of men and under a Flag which is my protector and my badge of liberty — thankful to an ever-living God that

I AM AN AMERICAN

(Reprinted from the Hampden Star noted for its 14 year old Editor)

SUMMARY OF CLAIMS AND BENEFITS BY OFFICES, MAY, 1941

Office	INITIAL CLAIMS			COMPENSABLE CLAIMS			BENEFITS PAID			CASES CLOSED		
	May	% Change from Apr.	Year to Date	May	% Change from Apr.	Year to Date	May	% Change from Apr.	Year to Date	May	% Change from Apr.	Year to Date
Ansonia	84	— 22.9	824	222	— 33.3	1,910	$ 2,223	— 25.5	$16,985	155	— 4.9	921
Bridgeport	613	— 28.1	4,711	1,898	.9	13,735	19,161	— 7.9	134,193	813	— 7.2	5,255
Bristol	53	1.9	436	177	— 10.2	1,410	1,838	— 5.4	16,377	93	— 9.7	558
Danbury	206	— 66.6	2,011	826	— 28.2	5,721	8,902	— 3.8	78,175	652	42.4	2,361
Danielson	114	— 54.6	907	326	— 14.9	2,278	2,590	— 20.6	20,105	225	30.1	1,007
Hartford	502	— 39.4	8,666	1,842	— 34.5	18,937	22,685	— 29.4	186,124	1,029	— 61.5	9,240
Meriden	105	— 7.9	1,019	337	— 15.1	2,775	3,203	— 14.3	27,008	131	.0	1,060
Middletown	93	— 46.2	1,070	465	1.3	3,681	4,068	.3	34,752	139	— 40.3	1,252
New Britain	271	— 33.6	1,530	1,342	90.1	4,412	12,504	87.9	44,024	309	49.3	1,489
New Haven	756	— 38.6	8,635	1,967	— 35.6	22,666	17,005	— 43.1	199,953	1,409	— 30.0	10,573
New London	88	— 48.5	1,450	407	— 40.5	4,439	4,174	— 45.4	41,464	263	— 35.7	1,565
Norwalk	252	— 29.0	2,055	690	— 18.4	6,691	6,189	— 32.0	62,838	439	— 7.0	2,704
Norwich	238	— .8	1,632	583	— 5.2	4,920	5,385	— .4	45,554	222	— 16.2	1,715
Stamford	276	— 41.2	3,141	877	— 22.4	9,542	8,245	— 32.0	94,665	518	— 34.3	4,485
Thompsonville	162	— 25.7	1,534	513	— 6.6	3,747	3,883	— 18.5	34,372	225	— 21.3	1,446
Torrington	27	— 54.2	706	215	— 36.8	3,470	2,092	— 49.4	38,433	55	— 72.2	714
Waterbury	187	— 31.5	1,909	740	— 14.5	5,678	6,729	— 30.4	58,251	296	— 26.0	2,243
Willimantic	12	— 52.0	237	47	— 67.1	805	759	— 50.2	8,732	28	— 61.6	298
Interstate Liable	506	— 2.1	3,055	1,637	— 9.2	11,124	17,594	— 14.1	122,153	552	— 5.8	3,309
TOTAL	4,545	— 34.7	45,528	15,111	— 17.6	127,941	$149,229	— 21.3	$1,264,158	7,553	— 28.1	52,195

JOBS FOR THE PHYSICALLY HANDICAPPED

(Continued from Page 3)

dom who can do a good job for any manufacturer.

So much for the supply—now let us look to the demand. As stated in the beginning, and looking at the problem in a purely impersonal light, the demand for all workers must increase as our defense program is extended. It was correctly stated by Mr. Charles S. Burr that there are three types of misunderstanding still prevalent among certain employers:

1. The fear on the part of the Employment manager or Foreman that the hiring of physically handicapped persons may result in criticism from superiors due to the incorrect feeling that such persons may not come up to production requirements.
2. Fear of greater possibilities of second injuries seems to be very prevalent.
3. Ignorance on the part of many that the Connecticut State law provides for the use of a waiver for the physically handicapped where an injury can be traced to the specific handicap mentioned.

The answer to the first drawback on this question of the demand is obvious and requires the intelligent placement of the handicapped person on such a job where his employment will not interfere with production.

The answer to the other two drawbacks is stated very ably by Commissioner Leo J. Noonan, Compensation Commissioner of the State of Connecticut, in his recent appearance before the Committee:

> "The experience of this office over a period of many years has been that physically handicapped persons make loyal and conscientious employees and are less prone to injury than so-called physically normal men."

This evidence from a person who is in an excellent position to really know the facts, should be entirely conclusive, proving that this fear of second injury is largely unfounded.

In speaking of the waiver provisions, he stated:

> "The waiver provisions of the statute amply protect the employer against any undue hazard that the physically handicapped may possible impose, and we are in Hartford County approving about one thousand of these waivers each month."

The next steps to be taken are already under way. Local committees of the Manufacturers' Association throughout the State will contact the Employment Service and the Rehabilitation Service of the State Board of Education. They will secure the supply data from these sources and in turn will acquaint the manufacturers in their area of this supply.

It's an active committee. It's a timely move, and it's the opportunity we have all been waiting for.

INDUSTRIAL TESTING FOR THE NATIONAL DEFENSE

(Continued from Page 7)

test battery for the power sewing machine, they would have greatly improved the general quality and output of their workers. In fact, if those workers ranking among the lowest third on the tests had been shifted to other employment, the efficiency of the average operator would have been equaled or exceeded by 66% of the whole working force, a 16% improvement. Viewed from another angle: if that one-third receiving the lowest test scores had been eliminated, the employer would have avoided hiring 53% or over half of the poorest third of his workers. As every employer and personnel worker knows, it is this lowest third of the workers who cause the most trouble. It is they who restrict the output and cut its quality, who are least satisfied with their jobs, who most often ruin materials and machinery. In our Defense industries where we have no time for the old-fashioned trial and error process of weeding out the unproductive workers, it would be unfortunate indeed if we failed to make use of an instrument which could do what tests can do for sewing machine operation. Some other batteries can do even more for other occupations. Some have demonstrated that they can help the employer improve his force so that nearly 80% or 4/5 of his workers will have production records as high as the average had been before.

This is far short of perfection, but, applied on a large scale, it could mean a great deal. Tests may fail to predict the success of a dozen or more individuals in a hundred, but if they do so for the other 88%, that is better than the best of us are likely to do without their help.

All the foregoing indicate the need for certain positive steps to be taken. The Defense Training authorities should move boldly into a program of special training for girls and women. Beginnings have been made, but if our experience in the last war, and the present experience of European countries and Canada in this war is any criterion, girls can handle half of the industrial jobs now held by men, and do as well or better. During this coming summer, we should test thousands of women, both young and older, put many of them into training courses, and refer the rest, if they show reasonable aptitude, directly to industry. Women's occupations involving repetitive manual operations are among those best served by aptitude tests. We have valid batteries for some of them, and we have tried out certain other women's industrial combinations in Connecticut with satisfactory results. We are ready and able to do a creditable testing job if given the chance.

We are justified in providing a channel for the flow of people now employed on non-defense jobs to Defense industries, if they have aptitude for the Defense work. We must measure it, since, for this group, the work is new and different. There may be a need for more short training courses open to employed people—men and women—to keep them working and earning while being trained. Testing will help us select the best candidates from this superior group.

In the long run, the Service will establish itself more completely in the life of our nation if it shows itself to be a versatile, adaptable social organism, governed by intelligence rather than precedent. We are too young to be conservative; we can follow new leads like testing, if they look good, because we do not yet have sacred cows. The Army, both in '17 and now has pioneered boldly in testing for its own specific purposes, and it requires the testing of every soldier. Hitler has given it prominence in his powerful industrial and military economy by utilizing to the utmost psychological principles in job assignments. It is not unreasonable to assume that the Connecticut State Employment Service can become increasingly useful by a wider practical application of these same methods.

CONNECTICUT STATE EMPLOYMENT SERVICE—Local Office Activity—Period—Month of May, 1941

DISTRICT	SUMMARY REGISTRATION ACTIVITIES			FIELD VISITS			REFERRALS		SUMMARY OF ALL PLACEMENTS														Duration of Private Placements				Private Cl'r'nce Pl'c'm'ts	
									Grand Total				Private				Public				Supplementary				Men		Women			
	Total New	Total Re-newals	Total Active File	To-tal	Priv-ate	Pub.	Pri.	Pub.	Tot.	Men	Wom.	Vets	Tot.	Men	Wom.	Vets	Tot.	Men	Wom	Vet	Tot.	Men	Wom	Ve	Perm.	Temp.	Perm.	Temp.	Opening Office	Applicant Office
Ansonia	253	338	1360	23	23	0	295	2	171	91	80	3	148	90	58	3	1	1	0	0	22	0	22	0	79	11	54	4	0	25
Bridgeport	1359	1598	3835	70	70	0	1643	21	1409	984	425	51	1392	967	425	49	17	17	0	2	0	0	0	0	817	150	264	161	64	10
Bristol	484	177	1323	0	0	0	177	2	143	90	53	1	141	89	52	1	2	1	1	0	0	0	0	0	85	4	45	7	32	5
Danbury	389	344	1196	22	22	0	195	17	141	69	72	8	123	65	58	7	17	3	14	1	1	1	0	0	47	18	38	20	0	37
Danielson	116	254	1060	26	20	6	223	15	163	92	71	4	152	85	67	4	7	7	0	0	4	0	4	0	77	8	66	1	0	3
Hartford	1171	1608	7087	80	69	11	1625	352	1378	1009	369	50	1099	735	364	35	278	274	4	15	1	0	1	0	424	311	132	232	81	13
Meriden	185	266	749	49	49	0	279	1	168	104	64	2	167	103	64	2	1	1	0	0	0	0	0	0	87	16	52	12	17	1
Middletown	267	431	963	86	77	9	327	4	193	97	96	6	185	90	95	4	8	7	1	2	0	0	0	0	72	18	60	35	0	10
New Britain	423	748	1656	62	62	0	682	9	454	240	214	17	437	226	211	16	15	14	1	1	2	0	2	0	167	59	158	53	8	21
New Haven	1266	2492	5957	36	36	0	1922	43	1498	927	571	104	1470	900	570	103	28	27	1	1	0	0	0	0	578	322	285	285	7	17
New London	679	809	2054	7	7	0	880	55	604	514	90	31	585	496	89	28	18	17	1	3	1	1	0	0	406	90	51	38	60	10
Norwalk	276	734	2033	121	118	3	592	84	454	312	142	11	393	265	128	10	61	47	14	1	0	0	0	0	213	52	101	27	9	23
Norwich	255	571	1422	2	2	0	246	4	219	92	127	1	209	84	125	1	10	8	2	0	0	0	0	0	79	5	28	97	4	30
Stamford	424	839	2158	30	30	0	589	32	506	343	163	14	475	318	157	14	31	25	6	0	0	0	0	0	166	152	106	51	4	11
Thompsonville	688	560	979	96	55	41	90	526	589	575	14	11	73	59	14	3	516	516	0	8	0	0	0	0	56	3	12	2	8	23
Torrington	216	249	735	61	32	29	297	88	327	243	84	15	239	155	84	9	88	88	0	6	0	0	0	0	144	11	72	12	8	7
Waterbury	954	996	3800	138	127	11	1166	24	930	459	471	32	906	433	470	31	24	23	1	1	0	0	0	0	324	112	291	179	27	4
Willimantic	141	192	506	32	26	6	212	87	136	59	77	3	117	41	76	3	19	18	1	0	0	0	0	0	32	9	64	12	2	13
Totals	9546	13206	a38873	941	825	116	11440	1366	9483	6300	3183	364	8311	5204	3107	323	1141	1094	47	41	31	2	29	0	3853	1351	1879	1228	b331	263
April 1941...	8314	13397	a41895	800	711	89	11461	922	9584	6479	3105	432	8743	5700	3043	364	752	695	57	68	89	84	5	0	4472	1228	1699	1344	c656	430

a—Active file at end of month — b—Includes 68 out-of-state applicants — c—Includes 226 out-of-state applicants

Private Placements According To Occupational Groups

DISTRICT	TOTAL	PROFESS. & KIN.			CLER & SALE		SERVICE				Agric. Fishing & Forestry	SKILLED		SEMI-SKILLED		UNSKILL'D		TOTAL
		Professional	Semi Professional	Mgr. & Official	Clerical & Kin.	Sales & Kin.	Domestic	Personal	Protective	Building Service		Mfg.	Non-Mfg.	Mfg.	Non-Mfg.	Mfg.	Non-Mfg.	
Ansonia	148	1	1	0	12	8	8	2	0	3	1	7	1	25	19	54	6	148
Bridgeport	1392	9	6	2	125	43	193	109	7	32	8	90	61	179	135	160	233	1392
Bristol	141	0	0	0	24	11	9	11	0	0	2	3	3	43	17	8	10	141
Danbury	123	1	0	1	15	10	34	11	1	2	10	4	14	0	8	2	10	123
Danielson	152	0	0	0	5	3	1	2	0	0	7	26	3	54	7	25	19	152
Hartford	1099	0	2	0	82	19	471	68	3	10	35	65	36	160	49	28	71	1099
Meriden	167	1	3	0	12	7	21	11	0	2	5	14	5	17	4	44	21	167
Middletown	185	0	0	0	4	20	49	8	1	2	7	7	5	15	7	46	14	185
New Britain	437	0	1	0	35	8	77	35	1	8	5	25	7	58	20	86	71	437
New Haven	1470	7	1	0	97	27	376	87	2	20	58	7	67	275	59	4	383	1470
New London	585	0	3	0	30	7	74	38	2	8	4	23	32	72	28	191	73	585
Norwalk	393	0	0	0	16	8	84	6	1	3	29	16	12	56	17	65	80	393
Norwich	209	0	0	0	8	1	27	89	1	0	1	37	5	5	8	16	11	209
Stamford	475	1	0	0	33	108	93	18	3	3	7	9	5	6	7	152	30	475
Thompsonville	73	0	0	1	2	6	5	3	0	0	11	3	8	0	9	2	23	73
Torrington	239	1	0	0	11	7	14	14	0	2	17	10	5	30	11	91	26	239
Waterbury	906	1	6	1	84	26	210	43	2	26	20	15	14	146	41	173	98	906
Willimantic	117	0	0	0	5	3	11	7	0	0	3	2	1	13	5	61	6	117
Totals	8311	22	23	5	600	322	1757	562	24	121	230	363	284	1154	451	1208	1185	8311
April 1941...	8743	21	38	4	652	419	1585	554	17	111	356	474	264	1430	451	1168	1199	8743

Placements According To Industrial Classification

DISTRICT	PRIVATE											PUBLIC				GRAND TOTAL
	Agric. & Min.	Bldg. & Constr.	Manufacturing	Public Utility	Wholesale & Retail Distr.	Finance	Hotel & Rest.	Dom. Ser.	Professional	Other Service	Miscellaneous	Government	Construction	Regular	Temporary	TOTAL	
Ansonia	1	7	113	0	12	0	0	7	1	7	0	1	0	1	0	1	149
Bridgeport	9	132	734	23	139	10	99	193	14	31	8	17	0	17	0	17	1409
Bristol	1	7	92	2	18	0	7	10	3	1	0	2	0	2	0	2	143
Danbury	7	17	28	2	16	1	10	38	1	3	0	17	0	17	0	17	140
Danielson	5	2	124	6	7	1	2	2	0	1	2	0	7	7	0	7	159
Hartford	40	80	334	15	148	9	43	349	12	60	9	27	251	271	7	278	1377
Meriden	3	12	100	2	9	0	3	22	7	8	1	1	0	0	1	1	168
Middletown	8	10	69	2	26	0	8	47	12	2	1	5	3	8	0	8	193
New Britain	6	42	204	7	35	2	40	71	3	19	8	15	0	14	1	15	452
New Haven	52	145	526	31	153	7	74	381	31	68	2	26	2	26	2	28	1498
New London	2	42	356	13	25	1	42	75	18	10	1	12	6	15	3	18	603
Norwalk	26	20	203	1	34	1	9	92	5	2	0	19	42	61	0	61	454
Norwich	0	10	68	0	11	1	85	28	2	4	0	4	6	9	1	10	219
Stamford	5	6	192	0	25	1	17	101	17	110	1	8	23	30	1	31	506
Thompsonville	13	22	15	3	10	0	3	4	1	2	0	36	480	516	0	516	589
Torrington	15	25	144	3	21	2	12	15	2	0	0	24	64	86	2	88	327
Waterbury	12	54	439	20	88	2	32	215	16	27	1	16	8	22	2	24	930
Willimantic	3	4	80	1	9	0	5	12	0	3	0	7	12	8	11	19	136
Totals	208	637	3821	131	786	38	491	1662	145	358	34	237	904	1110	31	1141	9452
April 1941...	315	633	4256	103	908	14	472	1533	123	358	28	413	339	679	73	752	9495

OFFICES OF THE CONNECTICUT STATE EMPLOYMENT SERVICE AND UNEMPLOYMENT COMPENSATION DEPARTMENT

ADMINISTRATIVE OFFICES

LABOR DEPARTMENT
AND
EMPLOYMENT SERVICE

STATE OFFICE BUILDING
HARTFORD, CONN.

UNEMPLOYMENT COMPENSATION
DEPARTMENT

285 BROAD STREET
HARTFORD, CONN.

TELEPHONE 7-6341

City	Address	Telephone
ANSONIA	87 MAIN ST.	*Derby* 2013
BRIDGEPORT	1281 MAIN ST.	5-0112
BRISTOL	481 NORTH MAIN ST.	4147
DANBURY	43 NEW ST.	1700
DANIELSON	100 MAIN ST.	760
HARTFORD	306-316 PEARL ST.	2-9174
MERIDEN	99 COLONY ST.	1216
MIDDLETOWN	279 MAIN ST.	3480
NEW BRITAIN	37 COURT ST.	7400
NEW HAVEN	673 CHAPEL ST.	7-3101
NEW LONDON	64 HUNTINGTON ST.	9041
NORWALK	3 ISAAC PLACE	6-4416
NORWICH	10 SHETUCKET ST.	4360
STAMFORD	1 GROVE STREET	4-3117
THOMPSONVILLE	55 HIGH ST.	3371
TORRINGTON	61 MAIN ST.	3189
WATERBURY	123 BANK ST.	4-6103
WILLIMANTIC	670 MAIN ST.	1437

Field Representatives of Unemployment Compensation may be reached through your nearest office.

TO EMPLOYERS

Monthly Bulletin
Insert #1

June 16, 1941

HARTFORD AREA
CONNECTICUT STATE EMPLOYMENT SERVICE
306-316 Pearl Street
Telephone 2-9174

Following are brief descriptions of a few applicants in the files of this office. The applicants listed below have some type of physical handicaps, but are qualified for employment on certain types of jobs. The local office will gladly get more information about any applicant in whom you may be interested or they will arrange for a personal interview if you so desire.

W.A. Age 26, arrested T.B. - able to do factory work but could not work in dusty or damp surroundings or do work involving much heavy lifting. Experience as spot welder and press machine operator, also worked as quiller in textile mill. Has passed the mechanical aptitude test for defense training.

D.B. Woman 33 years of age, slight limp due to broken hip as child. Graduated grammer school and two years night high school. Efficient telephone operator, Experienced typist - general office work.

B.D. Age 26, one leg slightly paralyzed, impairment slight - high school graduate. Experience as winding machine operator on cables also soda fountain work with high class drug company. Anxious to have factory work.

J.F. Age 20, Irish backgound, right arm paralyzed, right foot slightly deformed due to infantile paralysis at age of seven. High school graduate, commercial course, also four years of mechanical drawing which was his best subject. Pleasing personality, has slight limp, some possibility of further correction of his arm condition. The best outlets for him would be in routine office work or some field which his mechanical drawing might be followed. At present being trained at Hartford Trade School for tool crib work.

F.F. Age 47, single, arthritis affecting knees - service connected, able to walk and stand at work. Experienced as drill press operator and planer - reads blueprints and micrometers. Interviewers comments indicates that he appears suitable for factory work again. Some experience in forestry work. Willing to go anywhere.

M.K. Age 31, Polish-American, loss of vision left eye, perfect vision in right eye. Has been store manager for ten years. Completed training course as machine operator in Trade School and is desirous of securing factory work.

A.L. Age 17, left hand malformed at birth. This does not seriously handicap its use. The arm appears to have normal strength. Graduating from high school this June, works after school as sales clerk in grocery store. Is interested in laboratory technician work. Likes sciences and mathematics. Has had three years of math and also printing. His appearance is also very good.

J.L. Age 52, ankylosed right knee, uses cane. Most of his experience has been in assembly and inspection work. Worked for 11 years on switch assembly - 5 years ball bearing inspector and other periods in this type of work. He seems interested and serious about wanting factory work. He appears to be in good health and his handicap is very slight.

H.P. Age 45, heart condition (mild). Has been an assembler (5 years) in typewriter factory also operated own gas station and repair shop for 14 years. Due to heart condition, Mr. P. wants sedentary work.

H.S. Age 45, single - legs stiff, service connected. Has had 3 years high school-Experience largely in the field of pay roll auditor, assistant paymaster, also machine gun inspector. His impairment is mild and he could probably handle these types of jobs again.

C.S. Age 20, both legs affected by infantile paralysis, wears two braces and uses crutches. No work experience. Mr. S. appears to be very strong. He has large hands and muscular arms and shoulders. He would like any sedentary work in a factory. He can walk normal distances and use public conveyances. His work would necessarily have to be sitting down.

S.T. Age 49, right leg amputated above the knee. Has artificial leg. Ten years experience in mechanical drafting and design. For two years during last war was a bench machinist and assembled machine guns. Passed civil service examinations in drafting 92%. Worked at Springfield armory about a year. Considered a good possibility by industrial interviewer in the Employment Service.

The above described list are a part of 40 others in the Hartford office where full work history and physical impairment is available on each applicant.

WATERBURY AREA
CONNECTICUT STATE EMPLOYMENT SERVICE
123 Bank Street
Telephone 4-6103

Following are brief descriptions of a few applicants in the files of this office. The applicants listed below have some type of physical handicaps, but are qualified for employment on certain types of jobs. The local office will gladly get more information about any applicant in whom you may be interested or they will arrange for a personal interview if you so desire.

J. McG. American, age 38, wears one glass eye. Experience as sheet metal worker over a period of 12 years. Is a capable and experienced worker.

J.B. Irish-American, age 40, injury to right hip making one leg 2 inches shorter than the other one. Cannot stand for long periods. Three years experience as roller and 5 years size maker. Passed mechanical aptitude tests for defense training. Must be employed in position which does not require long periods on his feet.

A.B. American, age 19, harelip, mouth deformity - interferes somewhat with speech. No previous experience. Completed training 200 hours general machine course in trade school. Completed three years of high school.

J.C. American, veteran, age 45, cardiac condition,requires light work, preferably outdoors. Experience as electrician, salesman and clerk. High school graduate.

D.C. Italian-American, age 49, first and third finger right hand missing. Experience two years operating power press, seven years factory labor,now on WPA and would like factory work, has nine dependents.

M.G. Italian-American, veteran, age 48, slightly deaf. Experience principally as a barber but can operate automatic stamping machine. Desires position as guard or watchman.

W.W. American, age 47, left leg amputated at knee, able to walk and stand at work. Experience 12 years as baker (all around) 4 years inspection work on shells and 3 years clerical work. Makes good appearance.

E.C. Young Italian-American girl, age 21, deaf both ears but corrected by hearing aid. Graduate of Catholic High School, 1938. Three years typing experience, passed high on clerical battery tests. Intelligent, nice personality and manner. Hearing aid almost entirely concealed by hair batteries worn. Most recent employer, National Youth Administration.

S.M. Italian-American, age 42 deaf and dumb, understands lip reading otherwise physical condition good. Principal experience as a printer, other work experience as printer and compositor, assembling tile cells working with acids. Attended American School for Deaf in Hartford. Some knowledge of painting and carpentry. Also Ludlow operating. Intelligent, neat - desires work as a compositor. Good references.

B.O. American, age 30, single, right arm amputated, wears artificial arm. Experiences as bookkeeper and sales solicitor. High school and Business college. Well dressed, intelligent and anxious to work at bookkeeping and then go into the accounting field.

P.W. American, age 23, single. Left arm missing from elbow since birth. Wears artificial arm with glove. Training at school in lathe turning, drill press and shaper and planes work. Also three years part time experience in woodworking, sheet metal machine shop, electric foundry, plating, pattern making and mechanical drawing. Well recommended, bright, mentally alert and sincere in efforts to secure work.

C.W. Irish-American, age 47. Right leg amputated at hip. Wears artificial leg. Principal experience as toolsetter. Made tools for button assembling machines. Operated automatic tack-capping machine. Also senior clerk in charge of costs. Attended 2 years course in bookkeeping and commercial law at Business college. Intelligent, good appearance - would like to work again at toolsetting.

K.M. American, age 28, single, artificial left eye. Mechanic's helper. Completed training course in Defense training. Temporary work as mechanic. Wants to further self by getting into factory to learn trade.

A.M. Italian-American, age 18, almost totally deaf but reads lips. Speaks some. Attended N.Y.C. school for deaf 6 years, studied electric welding for 3 years including flat, vertical, horizontal and overhead. Has 2160 hours of welding experience. Husky, anxious and willing to work if given the opportunity.

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